

**Minutes  
Committee on Equal Opportunities  
Council on Postsecondary Education  
September 8, 2011**

The Committee on Equal Opportunities met September 8, 2011, at the Council office. Chair Joseph S. Weis presided.

**ROLL CALL**

Members present: Raoul Cunningham, Dennis Jackson, John Johnson, Lisa Osborne, Carl Rollins, Joseph Weis, David Welch, and Jerome Bowles. Wendell Thomas Kirby O'Donoghue, and Abraham Williams did not attend.

Mr. Sherron Jackson noted that Mr. Aaron Price rotated off the CEO. The new CPE student member, Ms. O'Donoghue, was appointed by Governor Paul Patton to serve on the CEO. She will replace Mr. Price.

**COMMENTS BY ROBERT L. KING, CPE PRESIDENT**

Council on Postsecondary Education President Robert L. King provided opening remarks to the CEO. He discussed the Strategic Agenda: Stronger By Degrees, the need to strengthen K-12 education with a focus on quality teachers, and student success/closing the achievement gap.

**APPROVAL OF MINUTES**

The minutes of the June 9, 2011, meeting were reviewed and discussed. Mr. David Welch raised questions regarding the strong statements made by several CEO members at the June meeting. Council staff identified several comments made by CEO members, which were included in the minutes. Mr. Welch requested that an asterisk or additional paragraphs be added to the minutes to reflect the actual comments made by the members, in addition to including their names alongside the comments. Mr. Raoul Cunningham stated that it is important to include the thoughts of CEO members to the Council in the strongest possible way. Council staff agreed to include CEO members' names and actual comments in the amended June 9 meeting minutes.

A copy of transcribed meeting minutes and/or recordings will be available, upon request, for all CEO members.

Mr. David Welch moved to accept the minutes. Mr. John Johnson seconded the motion.

**KCTCS INSTITUTIONAL  
DIVERSITY PLAN  
REVIEW/ACTION**

Mr. Sherron Jackson provided background information on the development of the Institutional Diversity Plans.

Dr. Rana Johnson, CPE's Chief Diversity Officer, presented the KCTCS Diversity Plan: "Beyond the Numbers 2010-2016 Diversity Action Plan for Inclusion, Engagement, and Equity." The plan was presented to the CEO in a special meeting because KCTCS requested additional time to complete the revisions, and the CEO agreed to review their plan at a later date.

The KCTCS EEO representative, Dr. Gwen Joseph, introduced KCTCS administrators to the CEO members: Mrs. Natalie Gibson and Dr. Christina Whitfield, in addition to Diversity Coordinators from Elizabethtown, Gateway, Madisonville, and Owensboro. KCTCS administrators responded to questions, comments, and concerns raised by Council staff, as well as those raised by CEO members.

Mr. John Johnson asked whether KCTCS had any goals related to increasing faculty, after inquiring about specific numbers that appeared in the KCTCS plan. Dr. Joseph responded to Mr. Johnson's questions. Mr. David Welch also asked about building new facilities at the KCTCS institutions. Dr. Joseph responded. Mr. Jackson, of the Council staff, responded that the KCTCS institutions do not build residential facilities, and that students save money living at home. Mr. Carl Rollins stated that the purpose of a community college is to pull from the community.

Mr. Rollins asked KCTCS administrators whether they identified any overall performance goals after questions were raised in several areas in the document. Dr. Joseph indicated that the KCTCS plan shows plans to address progress from a system perspective, and highlighted system initiatives on pages 26-28 of the plan. Additionally, KCTCS priority areas were also identified as they relate and align with the Statewide Policy.

Several CEO members commented on the target goals and asked KCTCS administrators for clarification. Dr. Whitfield explained the asterisks and goals for the KCTCS institutions, and provided an explanation for cohorts and setting goals.

At the conclusion of the discussion, Council staff asked KCTCS administrators whether they agreed to the suggested changes, and if they would forward the changes to the Council prior to the September 22 CPE meeting when members are expected to review and accept the Institutional Diversity Plans. KCTCS administrators agreed to the suggested changes and will forward the revisions to the Council office prior to the CPE meeting.

Mr. David Welch recommended that the KCTCS Diversity Plan be forwarded to the CPE for review and approval.

MOTION: The CEO recommends that the KCTCS Diversity Plan be forwarded to the CPE for review and acceptance, following approval by the KCTCS Board of Regents. Mr. John Johnson seconded the motion.

VOTE: The CEO members voted, and the motion passed.

## ALIGNMENT OF CEO WITH STATEWIDE DIVERSITY POLICY

Mr. Sherron Jackson presented this action item. Mr. Jackson provided background information regarding the creation of the Committee on Equal Opportunities. At its June 2011 meeting, Chair Joe Weis appointed a four-member workgroup to review the responsibilities, mission, and committee makeup of the CEO and to align the committee to reflect the new Statewide Diversity Policy and diversity planning environment.

The workgroup developed several recommendations that were presented to the CEO:

- That the Council establish a nominating committee to receive, review, and recommend to the CPE chair the names of at least two individuals for each vacant position, from which the chair will appoint the eight citizen members of the CEO.
- That the newly appointed CEO review and revise, where appropriate, the mission, vision, and role of the CEO to reflect the Statewide Diversity Policy and planning environment.
- That the membership of the CEO be expanded to 15 persons, consisting of five CPE members, one legislator, the executive director of the Kentucky Commission on Human Rights, and eight citizens. That the members be given appointments staggered by number of years for the first term to protect the Committee's institutional memory.

The CEO members discussed the recommendations. Mr. Johnson note the importance of the initial focus of this committee –there is a need to continue to have this group communicate. There is also a need to have greater gender representation - currently only one female serves on this committee. There is also a need for faculty representation and a need to broaden diversity.

MOTION: Mr. John Johnson made a motion to accept the recommendations of the workgroup to align the CEO with the Statewide Diversity Policy.

Mr. David Welch began a discussion regarding some individuals questioning diversity —many do not want to get in the position of making decisions about race. Mr. Welch stated that legislators are not given the authority to deal with gender issues.

Mr. Welch seconded the motion.

VOTE: The CEO members voted, and the motion passed.

## OTHER BUSINESS

Mr. Dennis Jackson stated that he would like to see institutions report on strategies/best practices to introduce middle and junior high school students to postsecondary education. Dr. Johnson stated that the GMSCPP annual

report would be presented to the CEO at the October meeting. The GMSCPP is a middle and junior high school initiative created to address the underrepresentation of African American/minority students in postsecondary education.

Mr. Johnson mentioned a Black Book developed by the WKU Office of Diversity Programs. He mentioned that his office developed a report on black graduates from Kentucky, in the past. He commented that the book may be useful to students/parents. Mr. Johnson also mentioned the Proficient Jr/Sr Conference, as well as other minority events, and questioned how they were advertised. He is concerned that the communication sent from Commissioner Holiday is not widely distributed. He would like to encourage principals to be more aggressive in the future in promoting the conferences.

#### NEXT MEETING

The next regularly scheduled meeting is Monday, October 17, 2011, 9:00 a.m. (ET) in Frankfort, Kentucky.

#### ADJOURNMENT

The meeting adjourned at approximately 12:30 p.m.